

## Message Text

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42

ACTION EB-07

INFO OCT-01 EUR-12 EA-06 ISO-00 IO-10 CAB-02 CIAE-00

COME-00 DODE-00 DOTE-00 INR-07 NSAE-00 RSC-01 FAA-00

LAB-04 SIL-01 /051 W

----- 069028

R 171410Z JAN 75

FM AMEMBASSY PARIS

TO SECSTATE WASHDC 5941

INFO AMEMBASSY BONN

AMEMBASSY LISBON

AMEMBASSY LONDON

AMEMBASSY BANGKOK

AMCONSUL HONG KONG

LIMITED OFFICIAL USE PARIS 01415

E. O. 11652: N/A

TAGS: EAIR, FR

SUBJECT: CIVAIR:PANAM-TWA ROUTE SWAP

REF: PARIS 27956

1. IN ANTICIPATION OF EVENTUAL SUSPENSION OF ITS  
SCHEDULED OPERATIONS IN FRANCE IF FAVORABLE ACTION  
TAKEN BY CAB ON ROUTE SWAP PROPOSAL, PANAM HAS SET IN  
MOTION PROCEDURE AS REQUIRED UNDER FRENCH LAW FOR  
TERMINATION OF EMPLOYMENT OF ITS PERSONNEL. ACTING  
UNDER INSTRUCTIONS OF HOME OFFICE, PANAM'S PARIS  
MANAGEMENT OFFICIALLY NOTIFIED IN-HOUSE WORK COUNCIL  
(COMITE D'ENTREPRISE) ON JANUARY 16 OF PENDING LAY-  
OFFS. THIRTY DAYS THEREAFTER, AND FOLLOWING MANAGE-  
MENT'S DISCUSSIONS WITH EMPLOYEES THROUGH THEIR WORK  
COUNCIL, MANAGEMENT OFFICIALLY INFORMS MINISTRY OF  
LABOR OF PROPOSED LAY-OFFS AND OF DISCUSSIONS WITH  
WORK COUNCIL. MINISTRY HAS THIRTY DAYS IN WHICH TO  
RESPOND. UPON RECEIPT OF MINISTRY'S REPLY PANAM CAN  
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THEN FORMALLY GIVE ADVANCE NOTICE OF SEPARATION TO

INDIVIDUAL EMPLOYEES. ON BASIS THAT TIMETABLE  
EMPLOYMENT OF PERSONNEL IN WORKERS AND EMPLOYEES  
CATEGORIES WOULD TERMINATE ON MAY 26 AND EMPLOYMENT  
OF WHITE COLLAR WORKERS (CADRES) ON JUNE 26.

2. PANAM TELLS US THAT IT HAS RECEIVED NO  
INDICATION, HOWEVER, OF WHAT EFFECTIVE DATE MIGHT BE  
ENVISAGED FOR SUSPENSION OF ITS SCHEDULED SERVICES TO  
FRANCE, WHICH OF COURSE WOULD DEPEND INITIALLY ON  
TIMING AND NATURE OF CAB DECISION. IT WOULD APPEAR  
THEREFORE THAT WHAT PANAM HAS DONE IS TO SET IN MOTION  
PROCEDURE ENABLING IT TO COMPLY WITH MINIMUM REQUIRE-  
MENTS OF FRENCH LAW WITH REGARD TO PRIOR NOTIFICATION  
TO EMPLOYEES, WHILE RETAINING FLEXIBILITY AS TO  
EFFECTIVE DATE. AS WE UNDERSTAND IT, RECEIPT OF REPLY  
FROM MINISTRY OF LABOR IS THE KEY REQUIREMENT, AFTER  
WHICH PANAM CAN IF IT WISHES DELAY GIVING NOTICE TO  
INDIVIDUAL EMPLOYEES SHOULD THERE BE ANY SLIPPAGE IN  
EFFECTIVE DATE OF PROPOSED SUSPENSION OF SCHEDULED  
SERVICES IN FRANCE. AND, OF COURSE, PROCEDURE ITSELF  
COULD BE ABORTED AT ANY PHASE BY PANAM SHOULD ROUTE  
SWAP PROPOSAL FALL THROUGH AND CARRIER DECIDE TO  
CONTINUE ITS OPERATIONS IN FRANCE.

3. IN FORM LETTER WIDELY DISTRIBUTED IN FRANCE IN  
EARLY OCTOBER PANAM SAID THAT ITS PRESENCE IN  
FRANCE AND ON OTHER PRINCIPAL WORLD MARKETS WAS  
"RESOLUTELY AFFIRMED". IN MID-DECEMBER PANAM TOLD  
FRENCH PRESS THAT IT WOULD CONTINUE FULL-SCALE  
OPERATIONS IN FRANCE THROUGH 1975. (THIS TOO WAS ON  
BASIS INSTRUCTIONS FROM COMPANY HEADQUARTERS, WE WERE  
TOLD.) HOWEVER, LATTER ASSURANCE WAS LESS THAN CANDID  
SINCE WE UNDERSTAND IT MAY HAVE BEEN DESIGNED  
ESSENTIALLY FOR DUAL PURPOSE OF BOLSTERING SAGGING  
MORALE OF PARIS STAFF AND ALSO DECLINING SALES DUE TO  
HESITANCY BY GENERAL PUBLIC AND CHARTERING  
ORGANIZATIONS TO BOOK AHEAD ON PANAM IN VIEW OF  
UNCERTAINTY OVER COMPANY'S FUTURE IN FRANCE. NOW  
THAT FORMAL NOTIFICATION TO WORK COUNCIL OF PENDING  
LAY-OFFS IS BECOMING COMMON KNOWLEDGE, PANAM MARKETING  
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STAFF IS VERY GLOOMY OVER SALES PROSPECTS FOR THE  
COMING WEEKS.  
RUSH

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NNN

## Message Attributes

**Automatic Decaptioning:** X  
**Capture Date:** 01 JAN 1994  
**Channel Indicators:** n/a  
**Current Classification:** UNCLASSIFIED  
**Concepts:** CIVIL AVIATION, AIR ROUTES  
**Control Number:** n/a  
**Copy:** SINGLE  
**Draft Date:** 17 JAN 1975  
**Decaption Date:** 01 JAN 1960  
**Decaption Note:**  
**Disposition Action:** RELEASED  
**Disposition Approved on Date:**  
**Disposition Authority:** MorefiRH  
**Disposition Case Number:** n/a  
**Disposition Comment:** 25 YEAR REVIEW  
**Disposition Date:** 28 MAY 2004  
**Disposition Event:**  
**Disposition History:** n/a  
**Disposition Reason:**  
**Disposition Remarks:**  
**Document Number:** 1975PARIS01415  
**Document Source:** CORE  
**Document Unique ID:** 00  
**Drafter:** n/a  
**Enclosure:** n/a  
**Executive Order:** N/A  
**Errors:** N/A  
**Film Number:** D750019-0227  
**From:** PARIS  
**Handling Restrictions:** n/a  
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**Legacy Key:** link1975/newtext/t19750142/aaaabktx.tel  
**Line Count:** 110  
**Locator:** TEXT ON-LINE, ON MICROFILM  
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**Previous Classification:** LIMITED OFFICIAL USE  
**Previous Handling Restrictions:** n/a  
**Reference:** 75 PARIS 27956  
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**Review Authority:** MorefiRH  
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**Review Date:** 13 MAY 2003  
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Margaret P. Grafeld  
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**Review Transfer Date:**  
**Review Withdrawn Fields:** n/a  
**Secure:** OPEN  
**Status:** NATIVE  
**Subject:** CIVAIR:PANAM-TWA ROUTE SWAP  
**TAGS:** EAIR, FR, PANAM, TWA  
**To:** STATE  
**Type:** TE  
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